

Atlantic

AFSCME Council 61 (Police)

7/1/2003 6/30/2008

# COPY

## AGREEMENT

### BETWEEN

**CITY OF ATLANTIC, IOWA**

**AND**

**AMERICAN FEDERATION OF  
STATE, COUNTY & MUNICIPAL EMPLOYEES  
IOWA COUNCIL 61**

**POLICE DEPARTMENT**

**July 1, 2003 to June 30, 2008**

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## **AGREEMENT**

THIS AGREEMENT entered into this \_\_\_\_ day of \_\_\_\_\_, 200\_\_ by and between the CITY OF ATLANTIC, IOWA, hereinafter referred to as the "Employer", and AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES/IOWA COUNCIL 61, and its affiliated Local, hereinafter called the "Union", represents the complete and final agreement on all bargainable issues between the Employer and Union. Throughout this Agreement, wherever the word "Act" appears, this refers to the Iowa Public Employment Relations Act, identified as Senate File 531, which was signed into law on April 23, 1974.

### **ARTICLE 1 RECOGNITION**

The Employer hereby recognizes the Union as the exclusive bargaining representative for all regular full-time and regular part time employees of the City of Atlantic Police Department, including all regular full-time and regular part time police officers and secretary/dispatchers as set forth in the Iowa Public Employment Relations Board Order of Certification Case No. 4577, dated December 5, 1991, which excludes the Mayor, all elected officials, Chief of Police, Lieutenants, confidential secretary, and all others excluded by the Act.

Bargaining unit employees, including Union officers and representatives, shall not conduct any Union activity or Union business on the Employer's time except as specifically authorized by the Mayor or his /her designee.

### **ARTICLE 2 SEPARABILITY AND SAVINGS**

If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful or not in accordance with applicable statutes or ordinances, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement. In the event any article or provision is found contrary to applicable law, the parties shall meet to negotiate a replacement article or provision.

### **ARTICLE 3 NO STRIKE - NO LOCKOUT**

The parties agree to faithfully abide by the applicable provisions of the Act. Neither the Union, its officer or agents, nor any of the employees covered by this Agreement, will engage in, encourage, sanction, support or suggest any strikes, slowdowns, picketing, boycotting, sit-ins, mass resignations, mass absenteeism, work stoppage, or any activity as covered in Chapter 20, Section 12 of the Act.

The Employer pledges that it will not engage in a lockout during the term of this Agreement.

**ARTICLE 4**  
**NON-DISCRIMINATION IN EMPLOYMENT**

There shall be no discrimination in employment by the Employer or the Union toward any employee because of their membership in, or non-membership in, the Union. The parties will not discriminate against an employee because of an employee's support or non-support, or participation or non-participation in Union affairs and/or activities.

The Employer and the Union will meet to decide a course of action to comply with the American with Disabilities Act.

All references to employees in this Agreement designate both sexes, and wherever the male gender is used, it shall be construed to include both male and female employees.

**ARTICLE 5**  
**GRIEVANCE PROCEDURE AND ARBITRATION**

The parties agree that an orderly and expeditious resolution of grievances is desirable. Any matter of dispute that may arise between the Employer and a Union employee regarding the violation of an expressed provision of this Agreement shall be handled in accordance with the following procedure:

Step 1. Within five (5) calendar days after the occurrence, the employee and/or the Union shall present the written grievance to the Chief or to his/her designee. The grievance shall state the nature of the grievance, shall note the specific clause or clauses violated, and shall list all facts and witnesses, as they know them to be. The Chief and/or his/her designee will arrange for a meeting with the employee and/or the Union at a mutually agreeable time to discuss the grievance. The Chief shall respond in writing within five (5) working days from the date of the meeting.

Step 2. Within five (5) calendar days after the decision in Step 1, the employee and/or the Union shall then present the written grievance to the Mayor or his designated representative. The Mayor and/or his/her designee will arrange for a meeting with the employee and/or the Union at a mutually agreeable time to discuss the grievance. The Mayor shall respond in writing within five (5) calendar days from the date of the meeting.

Step 3. If not resolved, the grievance may be submitted to arbitration within ten (10) calendar days after the decision in Step 2, or if no decision has been made, said grievance may be submitted to arbitration by submitting written notice to the Mayor. Such notice shall specify the Section(s) of the Agreement alleged to have been violated. The parties shall promptly meet to attempt to agree on an arbitrator. If they are unable to agree, they will jointly request the Public Employment Relations Board to submit to the parties a list of seven (7) arbitrators, from which list the parties shall select one (1) arbitrator. Such selection shall be by agreement, if possible. The parties shall toss a coin to determine who strikes first from the list. Either party may request a different list one time.

All grievances must be taken up promptly and awards and settlements thereof shall in no case be

made retroactive beyond the date on which the grievance was first presented in written form as provided in Step 1 of the grievance procedure. If a grievance is not presented within the time limits specified in this Article, it shall be considered waived. If a grievance is not appealed to the next Step within the specified time limits, it shall be considered settled on the basis of the Employer's last answer. If a grievance at Step 1 or 2 is not timely answered by the Employer, it shall automatically be referred to the next step.

The fees and expenses of the arbitrator shall be shared by the parties. Each party shall pay its own cost of preparation and presentation for arbitration. The arbitrator shall have no power to change, alter, ignore, nullify, detract from or add to the provisions of this Agreement. The arbitrator's decision shall be final and binding on both parties.

All grievance and arbitration meetings under this Article are to be held in private and are not open to the public. The parties agree that all grievances are to be confidential and no release of information may take place without the agreement of both parties.

The time limits at any step in the grievance and arbitration procedure may be extended on a specific case basis, upon mutual agreement of the Union and Employer. If postmarked or faxed within the timelines of any step, then the grievance is considered timely.

The arbitration provisions of this Agreement may only be invoked with the approval of the employee organization or in the case of an employee grievance, only with the approval of the employee.

Bargaining unit employees, including Union representatives, shall not conduct any union activity or union business on the Employer's time except as specifically authorized by the Mayor.

An aggrieved employee shall have the right to a Union Representative at all steps of the grievance procedure.

Any bargaining unit employee shall have the right to meet and adjust his/her individual complaint with the Employer.

## **ARTICLE 6**

### **SENIORITY**

Seniority means an employee's length of full-time continuous service with the Employer since their last date of hire. Regular part-time employees shall accrue seniority on a pro rata basis. Seniority shall be administered on a job classification basis.

All new employees (and promotional appointments) shall serve a probationary period not to exceed one (1) year, or six (6) months after the Academy, whichever is longer. They may be terminated for any reason during the probationary period without recourse to the grievance procedure.

An employee shall lose their seniority and the employment relationship shall be broken and terminated as follows:

- (a) Employee quits.
- (b) Employee is discharged.
- (c) Giving false reason for obtaining a leave of absence.
- (d) An employee absent from work one (1) day without notice to the Employer, without extenuating circumstances.
- (e) Failure to report for work at the end of a leave of absence, without extenuating circumstances.
- (f) Failure to report to work within fourteen (14) calendar days after being notified to return to work following layoff, when notice of recall is sent by certified mail to the employee's last known address, according to Employer's records. The employee must notify the Employer within seven (7) calendar days of his/her notice of whether or not they desire to return.
- (g) An employee is off work for any reason for one (1) year, or the length of the employee's seniority, whichever is shorter.
- (h) Employee retires.

It is the employee's responsibility to keep the Employer informed of their current address and phone number.

An employee's seniority continues to accrue for six (6) months if he/she is promoted out of the bargaining unit.

## **ARTICLE 7**

### **PROMOTIONAL PROCEDURES**

When filling a promotional vacancy, the Employer may consider the employee's qualifications, ability, experience, aptitude, and work record. However, when these factors are reasonably equal between two (2) or more employees, in the sole exclusive discretion of the Department Head, then seniority shall prevail. Employees will be on promotional probation for six (6) months. At all times, the Employer reserves the right to hire from outside to fill a vacancy.

A regular full-time employee who vacated his/her position to accept probationary appointment to a class in a higher level, either in or out of the bargaining unit, and who is rejected during the probationary period shall be reinstated in his/her former position and rate of pay.

An employee promoted out of the bargaining unit will accrue seniority for up to six (6) months and then their seniority shall be frozen.

An employee who is promoted out of the bargaining unit, may be demoted back into the bargaining unit. The demoted employee may exercise his/her seniority rights by bumping the least senior employee.

## **ARTICLE 8**

### **LAYOFF AND RECALL**

In the event the work force is to be reduced, the Employer agrees to provide affected employees a notice of thirty (30) calendar days. The employee with the least seniority in the job classification affected shall be laid off first.

On recall from layoff, employees will be returned to work in the reverse order in which they were laid off. Probationary employees have no recall rights. An employee shall have recall rights for up to one (1) year.

Employees to be recalled after being laid off shall be notified fourteen (14) days in advance by notice in writing sent by certified mail, return receipt requested, to the last address shown on the employee's record. Within seven (7) calendar days after receipt of recall notice, the employee shall inform the Employer of his/her intent to return to work or not. It is the employee's responsibility to keep the Employer informed of his/her current address and phone number.

## **ARTICLE 9**

### **HOURS OF WORK AND OVERTIME**

The purpose of this Article is intended to define the normal hours of work, and shall not be construed as a guarantee of hours of work per day or days of work per week. Determination of daily and weekly hours of work shall be made at the discretion of the Employer.

#### **Hours of Work:**

The normal workday for regular full-time Police Department employees shall consist of eight (8) hours. Normally, there will be a thirty (30) minute paid meal period available for each employee, however, a Patrolman is expected to be on duty at all times and shall respond to calls if necessary during his/her meal time. All employees shall normally have a fifteen (15) minute paid rest period during each one-half (1/2) shift. The times and arrangements for lunch and rest periods may vary, depending on the nature of the work being performed and will be granted at the discretion of the immediate supervisor.

The work schedule for Police Officers covered by this Agreement shall be a six (6) days on, two (2) days off, six (6) days on, three (3) days off schedule. The work schedule for Dispatchers/Secretaries covered by this Agreement shall be a five (5) days on, two (2) days off schedule, Monday through Friday. The workweek for Clerical employees shall begin at 11:00 P.M. on Friday and will end at 11:00 P.M. the following Friday. The seventeen (17) day cycle for Police Officers shall begin at 11:00 P.M. on June 30, 2003 and will end at 11:00 P.M. seventeen (17) days later; then the cycle shall begin again.

The Employer shall provide twenty-four (24) hours written notice to the affected employees prior



to making any changes in work schedules unless there is a mutual agreement between the employees and the employer.

All employees shall be granted twelve (12) hours off between shifts. Any hours worked during the twelve (12) hours between shift break shall be paid at one and one-half (1-1/2) times the employee's regular rate of pay, unless there is a mutual agreement between the employee and the employer. (This paragraph will not apply to shift rollovers)

Employees shall be allowed to switch shifts with another employee as long as both employees mutually agree, the Police Chief or his/her designee approves the switch, and it does not put either employee in overtime status.

Officers will report for duty at the scheduled time. Officers will be assembled and ready to receive roll call information immediately, at the start of the officer's shift. Officers requesting transportation to or from the workplace will be ready one-half (1/2) hour prior to shift and will wait until roll call is finished after shift. Transportation is a courtesy provided by the City at the shift supervisor's discretion. Officers should be ready to provide their own transportation if the working shift is busy. If not picked up by fifteen (15) minutes prior to the beginning of the shift, officers must provide their own transportation.

Police Work Schedule: Work schedules showing the employee's shifts, workdays and hours shall normally be posted three (3) months prior to their effective date.

Overtime:

Every effort will be made by supervisors to avoid scheduling overtime work. However, overtime may be required to minimize the results of severe weather and emergency conditions which interrupt or threaten interruption of essential city services, access and communication. These conditions will receive the fullest attention required.

For police officers, overtime shall be compensated at the rate of time and one-half (1-1/2) for all hours worked outside their scheduled hours or on a schedule day off, or all hours in excess of one hundred and four (104) in a seventeen (17) day period. Overtime for Secretaries, Dispatchers and clerical employees shall be compensated at the rate of time and one-half (1-1/2) for all hours worked in excess of eight (8) hours in one (1) day, or forty (40) hours in one (1) week. Overtime compensation shall be in the form of compensatory time off or paid at the discretion of the employee, with the employee eligible for a maximum of one hundred and eighty (180) hours paid per year. This one hundred and eighty (180) hours is based on one hundred and twenty (120) hours of overtime worked. Requests for compensatory time off shall be granted at the discretion of the Police Chief or his/her designee. Paid leaves (except for paid or unpaid sick leave), vacation time, and holidays shall be counted as working time for the purpose of determining overtime. Except emergencies, any work in excess of the normal work period must be approved in advance by the employee's immediate supervisor. Overtime shall not be compensated for more than once for the same hours worked.

School training and travel time will be compensated at straight time unless such hours worked are in excess of one hundred and four (104) hours in a seventeen (17) day period, then such time spent in mandatory school/training or travel, will be compensated at the rate of one and one-half (1-1/2). Meal allowances of up to \$4 for breakfast, \$8 for lunch, and \$12.00 for dinner for employees

traveling out of Atlantic on work related business. This paragraph does not apply to new officers attending the academy.

Employees may request payment of banked compensatory time or earned overtime with five (5) working days advance notice. The payment for the banked compensatory time or earned overtime shall be included in the next bi-monthly paycheck after the employee made the request.

Call back: An employee who is called back to work outside his/her normal workday shall be compensated a minimum of two (2) hours at one and one half (1-1/2) the employee's regular hourly rate, unless such call back is two (2) hours or less prior to his/her shift. Call back time does not apply when an employee is ordered to work beyond his/her regular shift.

Court Appearance Pay:

An employee who is required by the Employer to appear in any Court or administrative proceedings during non-working hours as a result of the performance of his/her duties, shall be paid for actual hours spent in Court or for a minimum of two (2) hours, whichever is greater, at one and one-half (1-1/2) times the employee's regular hourly rate.

## **ARTICLE 10**

### **LEAVES OF ABSENCE**

Regular full-time employees shall be eligible for leaves of absence after completing their probationary period.

Sick Leave:

A regular full-time employee, who has completed six (6) months of service, shall be credited with six (6) days of sick leave. A regular full-time employee who has completed their probationary period will earn sick leave at the rate of one (1) day per month, up to a maximum of one hundred fifty (150) days. Sick leave shall be granted in minimum of one (1) hour increments. Any employee with more than one hundred fifty (150) days of accumulated sick leave at the time this Agreement goes into effect may keep earned sick leave but may not accumulate additional sick leave, and after once reducing sick leave to one hundred fifty (150) days, may not again exceed that amount.

Sick leave will be paid only when the employee is unable to work due to a personal illness or injury. Sick leave may be used for physical examinations and consultations with doctors. Dental and chiropractic treatment shall also qualify for sick leave, provided the appointments can not be scheduled during non-work time. Other than emergency appointments, granting of leaves for appointments will be based on manpower needs.

Flu shots will be offered to all Police Department employees, at the Employer's expense, at the beginning of the flu season.

A medical doctor's written verification of illness or injury may be required by the Employer for substantiation of an illness or injury.

When a holiday falls while an employee is on paid sick leave, the employee's sick leave account will not be charged for the holiday.

Sick leave will not be granted if an employee is injured while gainfully employed by a different employer.

Up to five (5) days of sick leave per fiscal year may be used in the case of serious illness or injury (hospitalization, in or out patient surgery, or as determined by the Chief) of the employee's spouse, child (step), or parent.

Separation from the Employer's service shall cancel all unused accumulated sick leave. However, when an employee is laid off, any unused accumulated sick leave shall be restored, provided the employee is re-employed by any department of the Employer within one (1) year.

Upon retirement, employees shall be paid a cash payment not to exceed fifty (50) per cent of their unused sick leave up to a maximum of thirty (30) days, payable during the pay period following the employee's retirement.

#### Workers' Compensation Benefits:

Employees shall not be required to utilize sick leave, vacation or earned compensatory time prior to applying for Workers' Compensation benefits. Upon request, employees may supplement Workers' Compensation benefits with accrued sick leave, vacation or earned compensatory time; however, the total compensation received shall not exceed the employee's present salary. If an employee supplements his/her Workers' Compensation benefits with accrued leaves, the time the employee is off on Workers' Compensation shall be considered the same as a leave of absence with pay and all fringe benefits contained in this Agreement shall be provided to the employee.

#### Funeral Leave:

In the event of death of a regular, full-time employee's spouse, child (step), parent (step), brother, brother-in-law, sister, sister-in-law, mother-in-law, father-in-law, grandmother, grandfather; or other persons who are members of the employee's household, the employee shall be granted up to three (3) working days paid funeral leave for attendance at the funeral and other related functions. The Employer may grant additional days, up to, but not to exceed three (3) working days. The additional days, (up to three) shall be deducted from the employee's sick leave account for each such occurrence.

#### Military Leave:

A full-time employee may be granted a military leave of absence for a period up to thirty (30) "calendar" days with pay as prescribed by Section 29A.28 of the Code of Iowa.

This policy applies to all active state and federal service, including the annual two (2) weeks of field training. Schedules will be arranged in advance so that regular weekend military duty will fall on an employee's scheduled days off.

#### Jury Duty/Legal Leave:

An employee required to serve as a juror shall receive his/her regular wages. In order to receive payment for such duty, the employee must submit certification of service and assign all fees, except for meals and mileage, to the Employer. When released from duty during working hours, the employee will report to work immediately.

Unpaid Leave:

The Employer may grant unpaid leave of absence for up to six (6) months to a regular full-time employee who has completed his/her probationary period, for illness or other legitimate reasons as determined by the City Council.

During an unpaid leave that exceeds thirty (30) calendar days, an employee:

- (a) Does not accrue seniority.
- (b) Does not earn vacation or sick leave.
- (c) Does not collect sick leave benefits.
- (d) Must reimburse the Employer for all coverage under Group, Hospital and Medical Insurance premiums paid while on leave if coverage is desired to be continuous.
- (e) Must reimburse the Employer for all coverage under the Group Life Insurance if coverage is desired to be continuous.

**ARTICLE 11**

**HOLIDAYS**

Regular full-time employees are eligible for the following paid holidays:

New Year's Day	Memorial Day
Fourth of July	Veterans Day
Labor Day	Thanksgiving Day
The day after Thanksgiving	Christmas Day
Two personal days	

Except for designated employees working the actual holidays, paid holidays falling on Sunday will be observed on Monday and paid holidays falling on Saturday will be observed on Friday.

The regular full-time employees shall be paid for each of the holidays set forth in this Article occurring during the period in which they are actively at work. An employee required to work on any recognized paid holiday shall be paid one and one-half (1-1/2) the employee's straight time rate for all hours worked plus the holiday at the employee's normal straight time rate or another day off, at the discretion of the employee.

To be eligible for holiday pay, an employee must have worked the last full scheduled workday immediately before and the first full scheduled workday after each holiday, unless prior approval is given for such absence.

An employee on layoff or unpaid leave of absence is not eligible for holiday pay.

In the event a holiday(s) occurs during an employee's scheduled vacation, such holiday shall not be charged as vacation.

## **ARTICLE 12**

### **VACATION**

Eligibility and Allowances. All regular full-time employees who have completed their probationary period shall be eligible for vacation on their seniority date as listed below:

#### Service Requirement

After one (1) full year of continuous service  
After seven (7) full years of continuous service  
After ten (10) full years of continuous service

#### Vacation Allowance

Ten (10) working days  
Fifteen (15) working days  
Twenty (20) working days

Vacation requests should be received with as much advanced notice as possible. Vacation requests will be answered as soon as possible, but in no case later than five (5) calendar days from receipt of the request. Vacations must be approved by the department head. Vacation leave may be taken in one (1) hour increments. The Police Chief may require rescheduling of vacation in emergency situations. In rescheduling vacations the employer will reimburse the employee for any losses of deposits or plane tickets. When two (2) or more employees request vacation for the same period, and not all can be spared from work for the same period, the employee or employees granted vacation will be based on seniority. Once vacation time to be taken is approved by the Employer, it can only be changed by a mutual agreement between the Employer and the employee, except in emergency situations. Vacations must be taken during the anniversary year, however, up to twenty (20) days vacation may be accumulated and carried over to the next year.

Upon resignation or termination, an employee shall be paid on a pro rata basis for all unused vacation left at the time of termination.

An employee is not eligible for vacation until completion of one (1) full year of continuous full-time service. During subsequent anniversary employment years, a regular full-time employee can earn and use pro rata vacation time and pay based upon straight time hours worked.

Upon resignation or termination from City employment, an employee will be compensated for unused vacation for the "vacation year" in addition to any vacation earned, based on months of service in the current year, up to the date of resignation.

Vacation pay will be at the employee's normal pay for the day or week for which he/she would have been regularly scheduled to work.

## **ARTICLE 13**

### **DUES CHECKOFF AND INDEMNIFICATION**

Upon receipt of a lawfully executed, written authorization from an employee which may be revoked in writing at any time, in accordance with state law, the Employer agrees to deduct the regular monthly Union dues of such employee from his/her pay and remit such deduction by the fifteenth (15th) day of the succeeding month to AFSCME, Council 61. The Union will notify the Employer in writing of the exact amount of such regular membership dues to be deducted. The Employer shall remit the amounts showing the employee's names and the amount paid.

The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits,

orders, or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under the provisions of this Article.

#### **ARTICLE 14** **UNIFORM ALLOWANCE**

The Employer will allow up to \$460 per fiscal year for a uniform/dry cleaning allowance, to be used at the employee's discretion. This allowance can be used to purchase any item of clothing or equipment from the initial list. (A copy of the initial list is attached as Appendix B). Any item not on the initial issue list needs to be approved by the Chief of Police. Any uniform damaged in the performance of the officer's official duties will be replaced by the Employer. Any item on the initial issue list that is added or changed, and is required by the Chief, shall be provided to officers at the Employers expense.

"Duty" handguns and radios cannot be purchased through the uniform allowance; these items shall be furnished and maintained by the Employer. Concealable handguns and bulletproof vests may be purchased through the uniform allowance, with the approval of the Police Chief. The maintenance of the concealable handguns and bulletproof vests are the responsibility of the Employer.

##### **Damage to Personal Items:**

The Employer agrees that employees may submit to the Police Chief requests for reimbursement for up to two hundred fifty dollars (\$250) for eyeglasses and fifty dollars (\$50) for watches damaged in the performance of assigned duties.

The Employer agrees that employees may submit requests to the City Council for claims denied by the Police Chief or which are in excess of two hundred fifty dollars (\$250). If the City Council requires that requests be submitted on special forms, the Employer will make such forms available to the employees. The Police Chief may at his/her discretion certify that personal items were lost or damaged in the performance of the employee's assigned duty. The Employer shall make a good faith effort to expedite the claims submitted pursuant to this Section.

#### **ARTICLE 15** **WORK RULES**

The Employer may, from time to time, develop, put into effect and enforce work rules through employee discipline. The Employer agrees to establish work rules. These work rules shall not conflict with any of the provisions of this Agreement. Said work rules or amendments to existing work rules will be sent to the Union five (5) workdays prior to their effective date.

#### **ARTICLE 16** **PERFORMANCE EVALUATION**

Employees will be evaluated by the Police Chief or his/her designee annually. A conference regarding the evaluation will be held between the employee and the evaluator following the completion of the written evaluation. A copy signed by both parties will be given to the employee. All evaluation reports will be placed in the employee's personnel file. The employee has the right

to respond to the evaluation report, and such response will become part of the evaluation report.

## **ARTICLE 17**

### **HEALTH AND SAFETY**

The Union and the employees will extend their complete cooperation to the Employer in maintaining Employer policies, rules and regulations as to health and safety.

The Employer, the Union and the employees agree to comply with all health and safety standards adopted by the Iowa Occupational Safety and Health Administration, U.S. Department of Labor, as well as all state and local agencies.

## **ARTICLE 18**

### **MISCELLANEOUS**

The Employer agrees to pay all employees on a bi-monthly basis. Payday shall be on the 13th and 28th of each month. If the scheduled payday falls on a holiday or weekend, the preceding workday shall be payday. The payday may be changed at the discretion of the City Council. The Employer will give the Union a thirty (30) day notice prior to any change.

## **ARTICLE 19**

### **BULLETIN BOARD**

The Union shall be allowed to utilize space on existing bulletin boards customarily used for the posting of information to the employees in the unit. No political campaign literature or material detrimental to the Employer or the Union will be allowed on the bulletin board.

**ARTICLE 20**  
**INSURANCE**

For the duration of this Agreement:

1. The Employer shall pay 100% of the cost of single coverage insurance for each eligible, regular, full-time employee.
2. If the cost of the monthly premium for family coverage insurance options I, II or III is less than or equal to \$723.00 per employee, the Employer shall pay 100% of the cost of a family coverage insurance option I, II or III for each eligible, regular, full-time employee.
3. If the cost of the monthly premium for family coverage insurance options I, II or III is greater than \$723.00 per employee but less than or equal to:
  - a. \$898.00 per employee for family coverage insurance option I (\$844.00 without dental insurance); or
  - b. \$827.00 per employee for family coverage insurance option II (\$778.00 without dental insurance); or
  - c. \$792.00 per employee for family coverage insurance option III (\$745.00 without dental insurance); then

The Employer shall pay \$723.00 per month toward the cost of a monthly premium for family coverage insurance options I, II or III for an eligible, regular, full-time employee.

4. If the cost of the monthly premium for family coverage insurance exceeds:
  - a. \$898.00 per employee for family coverage insurance option I (\$844.00 without dental insurance); or
  - b. \$827.00 per employee for family coverage insurance option II (\$788.00 without dental insurance); or
  - c. \$792.00 per employee for family coverage insurance option III (\$745.00 without dental insurance); then

The Employer shall pay 80% and the employee shall pay 20% of the amount which exceeds the cost of the monthly premium for family coverage insurance options I, II or III for an eligible, regular, full-time employee.

5. The Employer agrees that, in the event it becomes necessary to change insurance, the Employer will obtain insurance coverage equivalent to the coverage in effect as of November 2002.



**ARTICLE 21**  
**LONGEVITY PAY**

Longevity pay will be granted as follows:

<u>After Completion of</u>	<u>Per Hour Pay</u>
Five (5) years of full time continuous service	\$.10
Ten (10) years of full time continuous service	\$.15
Fifteen (15) years of full time continuous service	\$.20
Twenty (20) years of full time continuous service	\$.25

**ARTICLE 22**  
**DURATION**

THIS AGREEMENT shall be effective from July 1, 2003 and shall continue in full force and effect until its expiration on June 30, 2008.

Signed this 10<sup>th</sup> day of December, 2002

CITY OF ATLANTIC, IOWA

American Federation of State, County &  
Municipal Employees, AFL-CIO Iowa  
Council 61

BY

John J. Hoegman  
Mayor

BY

Rachel Baird  
Business Representative

BY

Roger Munn  
Police Chief

BY

John S. Munn  
President

Acknowledged by:

Matthew S. Brick  
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Des Moines, Iowa 50312

## Appendix A

Effective July 1, 2003, all patrolmen will receive a 3.5% per hour wage increase and the secretary/dispatcher will receive a \$.60 per hour wage increase.

Patrolmen with Academy		Patrolmen without Academy	
Start	\$15.10	Start	\$14.72
One (1) year	\$15.53	Six (6) months	\$15.10
		One (1) year	\$15.53
Secretary/Dispatcher \$10.93			

Effective July 1, 2004, all patrolmen will receive a 3.5% per hour wage increase and the secretary/dispatcher will receive a \$.50 per hour wage increase.

Patrolmen with Academy		Patrolmen without Academy	
Start	\$15.63	Start	\$15.24
One (1) year	\$16.07	Six (6) months	\$15.63
		One (1) year	\$16.07
Secretary/Dispatcher \$11.43			

Effective July 1, 2005, all patrolmen will receive a 3.5% per hour wage increase and the secretary/dispatcher will receive a \$.50 per hour wage increase.

Patrolmen with Academy		Patrolmen without Academy	
Start	\$16.18	Start	\$15.77
One (1) year	\$16.63	Six (6) months	\$16.18
		One (1) year	\$16.63
Secretary/Dispatcher \$11.93			

Effective July 1, 2006, all patrolmen will receive a 3.5% per hour wage increase and the secretary/dispatcher will receive a \$.50 per hour wage increase.

Patrolmen with Academy		Patrolmen without Academy	
Start	\$16.74	Start	\$16.32
One (1) year	\$17.21	Six (6) months	\$16.74
		One (1) year	\$17.21
Secretary/Dispatcher \$12.43			

Effective July 1, 2007, all patrolmen will receive a 3.5% per hour wage increase and the secretary/dispatcher will receive a \$.50 per hour wage increase.

Patrolmen with Academy		Patrolmen without Academy	
Start	\$17.33	Start	\$16.89
One (1) year	\$17.81	Six (6) months	\$17.33
		One (1) year	\$17.81
Secretary/Dispatcher \$12.93			

## Appendix B

The following equipment is furnished by the department as an initial issue and shall be of the type prescribed by the chief of police.

### INITIAL ISSUE EQUIPMENT

The following equipment is furnished by the Department as an initial issue and shall be of the type prescribed by the Chief of Police.

Badge	2
Wallet Badge	1
Rank Insignia	2
Name Bar	1
Identification Card	1
Gun Permit	1
Hand Gun	1
Hand Gun Holster	1
Magazine	3
Magazine Pouch	1
Ammunition	37
Portable Radio	1
Portable Radio Case	1
Handcuffs	1
Handcuff Case	1
Duty/Equipment Belt	1
Trousers Belt	1
Belt Keepers	4
Bullet Proof Vest	1
(Upon officers request)	

### INITIAL ISSUE UNIFORMS

Summer Shirts	3
Winter Shirts	3
Shoulder Patches	16
Trousers	3
Tie's	2
Shoes or Boots	1
Combination Jacket	1
(winter/spring/fall)	

After receiving the initial issue, the officer is not eligible for the clothing allowance for that year. Replacement of these items thereafter, will normally be made with the uniform allowance, with the exception of the handgun and the portable radio.

**Personal equipment furnished by the officer.** Officers are required to furnish, at their expense, a watch and pen or pencil.